

Memorandum of Agreement  
Between  
Multnomah County and AFSCME Local 88 JCSS Unit

Parties

The parties to this Memorandum of Agreement (“MOA”) are Multnomah County, Oregon (“County”) and Multnomah County Employees Union, Local 88 JCSS Unit (“Union”).

Background

On September 30, 2015, Morrison Child and Family Services will be closing its Senderos program which has been located within the County’s juvenile custody facility. The closure of the Senderos program is anticipated to result in the elimination of thirteen (13) County JCSS positions that have been assigned to work alongside Morrison staff as part of the County’s subcontractor role. In an effort to mitigate the number of layoffs resulting from the closure of the Senderos program, the parties to this MOA have agreed to the following:

Agreement

1. Effective October 1, 2015, four (4) new full time “floater” positions will be established as Limited Duration Assignments (“LDAs”) in order to augment the current JCSS work force. The intent of the LDA “floater” positions is to pilot the feasibility and cost effectiveness of a standing pool of full-time floater positions to provide coverage for short term and/or unscheduled JCSS employee absences while meeting required staff-client ratios.
2. Each floater position will be assigned to a regular five (5) day, eight (8) hour shift schedule. The floater employees will receive daily work assignments from the on-duty manager. Floaters employees may be assigned to work in multiple pod locations for irregular periods of time within their regular eight (8) hour scheduled shift.
3. The parties agree the four LDA floater positions will not be included in the mid-biennial shift bid scheduled to take place on September 11, 2015. The four (4) new LDAs will be directly offered to JCSS employees identified for layoff due to the closure of the Senderos Program. Appointment will be based on interest and in order of the impacted employees’ original hire dates as a JCSS.
4. Employees appointed the LDA positions described in this MOA will continue to accrue County and Class seniority, as well as service time towards completion of their probationary periods.
5. The floater pool pilot program is anticipated to be completed by June 30, 2017, but in no case will the LDAs described in this MOA extend beyond two years unless by express mutual agreement of the parties.
6. All parties acknowledge this MOA was entered into based on unique circumstances and is expressly limited to the terms identified herein. Except as provided herein, floater employees in these limited duration assignments will not establish any binding precedent or past practice, and will not be offered or admissible by any party as evidence thereof.

Executed this 9<sup>th</sup> day of September, 2015.

For the County

  
Jeff Heinrich  
Labor Relations Manager

For the Union

  
Jaime Sorenson  
AFSCME Council Representative